

VA Greater Los Angeles Healthcare System  
Delegated Examining Unit  
11301 Wilshire Blvd.  
Bldg. 258, Room 128  
Los Angeles, CA 90073

No.: VA-1-05-0394  
Opening Date: MAY 3, 2005  
Closing Date: MAY 16, 2005

**JOB OPPORTUNITY WITH THE DEPARTMENT OF VETERANS AFFAIRS**

**POSITION:** 1 Vacancy, VOCATIONAL REHABILITATION SPECIALIST, GS-1715-11,  
PERMANENT  
**AGENCY:** VA PALO ALTO HEALTHCARE SYSTEM  
**LOCATION:** MENLO PARK, CA  
**SALARY:** \$57,178 TO \$74,331 PER YEAR

**NOTE:** Must be cleared for physical examination and TB screen prior to appointment

**A VALID CALIFORNIA STATE DRIVER'S LICENSE IS REQUIRED**

**DESCRIPTION OF DUTIES:** The incumbent, as Employment Specialist/Site Trainer, will be carrying out all duties related to obtaining and maintaining competitive employment for clients living with severe and prolonged mental illness; maintaining awareness of and developing community contacts, remaining alert for employment and small business opportunities; maintaining employer contacts based on individual clients interests; overseeing the adjustment program, counseling and guiding the client through difficult transitions in job adjustment; participating in treatment team meetings, remaining aware of any clinical concerns and sharing strategies, progress and needed support; working closely with three sites (San Francisco, Hawaii, and Reno), evaluating staff capability, program foundations and current client load; following-up with hiring and training of new and existing staff, equipment purchases, and other set-up of the sites.

**QUALIFICATIONS REQUIRED:** One year of specialized experience (which is equivalent to two-grade Administrative and Management work at the GS-9 grade level in the Federal service). Qualifying Specialized Experience may include:

A) Work that required obtaining and applying occupational information for people with disabilities, knowledge of the interrelationships of the involved professional and specialist services, and skill in employing the methodology and techniques of counseling to motivate and encourage individuals served by the program; B) Experience that demonstrated knowledge of the vocational rehabilitation problems characteristic of the *disabled*, including familiarity with available resources and skill in identifying, evaluating and making effective use of such resources to serve individuals with disabilities; or of the *disadvantaged*, including knowledge of adjustment problems of the educationally or culturally disadvantaged, familiarity with available adult education and training resources, and ability to recognize problem areas needing special attention; C) Experience in vocational guidance or teaching in a recognized vocational rehabilitation program or school, developmental or supervisory work in programs of vocational rehabilitation or training programs for the disadvantaged, or personnel or employment placement work that provided extensive knowledge of the training and adjustment requirements necessary to place persons having disabilities or social adjustment problems.

**EDUCATION SUBSTITUTE:** Three (3) full years of progressively higher level graduate education or a Ph. D. or equivalent graduate degree (LL.M., if related) in an accredited college or university that included a major field of study in vocational rehabilitation, vocational or educational counseling; or related disciplines appropriate to the position.

**APPLICANTS PLEASE NOTE:** Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualification (particularly positions with a positive education requirement.) Therefore, applicants must report only attendance and/or

degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education. Applicants can verify accreditation at the following website:  
<http://www.ed.gov/admins/finaid/accred/index.html>. All education claimed by applicants will be verified by the appointing agency accordingly.

**HOW TO APPLY:** Complete and submit:

***A FULL APPLICATION PACKAGE IS REQUIRED FOR EACH ANNOUNCEMENT FOR WHICH YOU ARE APPLYING***

**(For a full copy of any VA announcement, go to the OPM website, [www.usajobs.opm.gov](http://www.usajobs.opm.gov))**

It remains the responsibility of the applicant to ensure that all submitted documents are readable and that all application material is received in a timely manner, regardless of the method used for submission. (18.U.S.C. 1719) The Department of Veterans Affairs assumes no responsibility for the late delivery of applications (i.e., postal service delays, computer system or fax machine is down at the sending or receiving location, etc.)

APPLICATIONS MAILED IN FEDERAL GOVERNMENT FRANKED ENVELOPES WILL NOT BE ACCEPTED FOR EMPLOYMENT CONSIDERATION. **FAXES OR E-MAIL RECEIVED FROM FEDERAL GOVERNMENT AGENCIES WILL NOT BE ACCEPTED.**

1. The Optional Application for Federal employment (OF-612), resume or any other written format. Your application must contain the information stated in the OF-510 pamphlet, *Applying for a Federal Job*. Complete announcements and forms may be obtained on the OPM website, [www.usajobs.opm.gov](http://www.usajobs.opm.gov)
2. Applicant must provide Social Security Number
3. **Provide beginning (month/year) and ending (month/year) dates of employment, the average number of hours worked per week, and a description of your duties for each position listed on your application or resume. If you performed under more than one position title, give us the percent of time you spent performing each title's functions. (ex: Secretary/Medical Clerk)**
4. You must submit a copy of your college transcripts\* to provide evidence/verification of completed course work when education is required for qualification, or you are applying under an education substitution clause. (\*Certificates are not acceptable)
5. If you are applying for Veterans preference, submit a copy of your DD 214; if you are applying for 10-point preference submit appropriate proof as specified on the reverse of SF-15 and dated in 1991 or later.
6. **A copy of your valid California State driver's license is required.**

#### **(VETERANS PREFERENCE)**

- *During the period December 7, 1941 to July 1, 1955.*
- *For more than 180 consecutive days, any part of which occurred after January 31, 1955, and before October 15, 1976.*
- *Operation Joint Endeavor in Bosnia from November 20, 1995 to December 20, 1996.*
- *Operation Joint Guard from December 20, 1996 to: (To Be Determined. The Secretary of each military department must decide which members are eligible).*
- *During the Gulf War from August 2, 1990 through January 2, 1992 (who is otherwise eligible and who served on active duty during this period regardless of where the person served or for how long). Otherwise eligible means that the person must have been released from the Service under honorable conditions and must have served a minimum of two years on active duty, or if a Reservist, must have served the full period for which called to active duty.*
- *In a campaign or expedition for which a campaign medal has been authorized, including El Salvador, Grenada, Haiti, Lebanon, Panama, Somalia, Southwest Asia and Bosnia.*
- *A campaign medal holder or Gulf War veterans who enlisted after September 7, 1980, or entered on active duty on or after October 14, 1982, must have served continuously for 24 months or the full period called or ordered to active duty. The service requirement does not apply to veterans with*

*compensable service-connected disabilities, or to veterans separated for disability in the line of duty, or for hardship.*

- *The Global War on Terrorism Expeditionary Medal will recognize service members who participate in an expedition to combat terrorism on or after September 11, 2001.*

7. If you are currently a Department of Veterans Affairs employee who has received a Reduction in Force (RIF) separation notice or a Certificate of Expected Separation you may be entitled to special priority selection under the Department of Veterans Affairs' Agency Career Transition Assistance Program (ACTAP). To receive this priority consideration you must:
  - A. Be a current Department of Veterans Affairs career or career-conditional (tenure group I or II) competitive service employee who has received a RIF separation notice or a Certificate of Expected Separation (CES) and the date of the RIF separation has not passed and you are still on the rolls of Department of Veterans Affairs. You must submit a copy of the RIF separation notice or CES along with your application upon request.
  - B. Be applying for a position that is at or below the grade level of the position from which you are being separated. The position must not have a greater promotion potential than the position from which you are being separated.
  - C. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
  - D. Be currently employed by Department of Veterans Affairs in the same commuting area of the position for which you are requesting priority consideration.
  - E. File your application by the vacancy announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
  - F. Be rated well-qualified for the position. ACTAP candidates attaining an eligibility rating for this position of 85.0 or above (not including veterans preference points) will be considered "well-qualified". (candidates must obtain a minimum of three points for each rating factor listed below).
8. If you are a displaced Federal employee, you may be entitled to receive special priority selection under the Interagency Career Transition Assistance Program (ICTAP). To receive this priority consideration, you must:
  - A. Be a displaced Federal employee. The following categories of candidates are considered displaced employees. You must submit a copy of the appropriate documentation such as RIF separation letter, letter from OPM or your agency documenting your priority consideration status with your application package.
    1. Current or former career or career conditional (tenure group I or II) competitive service employees who:
      - a. Received a RIF separation notice; or
      - b. Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies that it is unable to place, or
      - c. Retired with a disability and whose disability annuity has been or is being terminated; or
      - d. Upon receipt of a RIF separation notice retired on the effective date of the RIF and submits a Standard Form 50 that indicates "Retirement in lieu of RIF"; or
      - e. Retirement under the discontinued service retirement option; or
      - f. Was separated because he/she declined a transfer or function or directed reassignment to another commuting area.
    2. Former Military Reserve or National Guard Technicians who are receiving a special Office of Personnel Management (OPM) disability retirement annuity under section 8337(h) or 8456 of the title 5 United States Code; or
  - B. Be applying for a position at or below the grade level of the position from which you have been separated. The position must not have a greater promotion potential than the position from which you were separated.
  - C. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
  - D. Occupy or be displaced from a position in the same local commuting area of the position

for which you are requesting priority consideration.

- E. File your application by the vacancy announcement closing date and meet all the application criteria (e.g. submit all required documentation, etc.).
- F. Be rated well-qualified for the position. To be considered well-qualified you must earn the score cut-off of 85.0 (prior to the assignment of veterans preference points) which distinguishes well qualified candidates from minimally qualified candidates on the rating criteria developed for the position. (Candidates must obtain a minimum of three points for each rating factor listed below).

**9. On a separate attachment(s) describe, in narrative form, your experience/education as it relates directly to each factor listed below: (head each narration with the statement as shown below)**

- I. ABILITY TO ASSESS EMPLOYABILITY NEEDS, GOALS AND OBJECTIVES OF PATIENTS IN A WORK THERAPY PROGRAM**
- II. ABILITY TO CREATE, IMPLEMENT AND MAINTAIN A NETWORK OF EMPLOYMENT CONTACTS AND COMMUNITY RESOURCES**
- III. ABILITY TO COMMUNICATE VERBALLY WITH CLIENTS**
- IV. ABILITY TO DEVELOP AND IMPLEMENT TRAINING**

YOUR SCORE WILL BE DETERMINED FROM THIS SUPPLEMENTAL INFORMATION YOU PROVIDE. IF YOU DO NOT PROVIDE THIS INFORMATION YOU WILL IF BASICALLY ELIGIBLE BE GIVEN THE MINIMUM SCORE OF 70, PLUS ADDITIONAL POINTS FOR VETERANS PREFERENCE, IF APPROPRIATE.

**ANY INFORMATION NOT SUBMITTED WITH YOUR ORIGINAL APPLICATION WILL NOT BE CONSIDERED. YOU WILL NOT BE ASKED FOR MORE INFORMATION. IF WHAT YOU PROVIDE IS INADEQUATE OR INCOMPLETE, YOU MAY BE FOUND INELIGIBLE OR RECEIVE A MINIMUM SCORE OF 70.**

**9. Submit your application in ONLY ONE of the four (4)\* methods below (IF you submit your application by MORE THAN ONE method, or submit more than one application, duplicates will be returned to you)**

**If you send in a new application, and you wish it to replace an application already in file, please provide a cover letter stating that.**

**A. Mail (#1)\* or Hand Deliver (#2)\* to:**

Delegated Examining Unit (05DEU)  
VA Greater Los Angeles Healthcare System  
11301 Wilshire Boulevard  
Building 258, Room 128  
Los Angeles, CA 90073-1003

**B. Fax (#3)\* to: 310-268-4929**

**C. E-mail (#4)\*:** Submit your application by e-mail to: Roberta.DeWeese@med.va.gov Type “**APPLICATION – (first name, last name)- announcement number**” in the subject line. For example: APPLICATION – John Doe – VA-1-05-0394. Prepare your application or resume and the Knowledge, Skills and Abilities statement, in the body text of the e-mail message or prepare a word processing document (MS Word 97 is preferred) and submit the document as an attachment to the e-mail. Only required supporting documents (veteran’s preference, DD-214, college transcripts, etc.), if not scanned and attached to the e-mail, must be faxed to the address above by the **closing date** of the announcement, or mailed to arrive at the address above by the **closing date** of the announcement, which is **4:00 p.m.** Pacific Standard or Daylight Savings Time. (All supporting documents **MUST** show your name, Social Security number, and the announcement # for which you are applying).

***PLEASE NOTE: OUR SYSTEM CANNOT ACCESS ON-LINE RESUMES FILED WITH O.P.M. OR  
OTHER FEDERAL AGENCIES***

For additional information and application forms please call the Delegated Examining Unit: **310-268-4150**.

**OTHER INFORMATION:** Standing registers (lists of eligibles) will not be established as a result of this job opportunity announcement. Applicants will be notified if they have been referred for job consideration or sent a letter of ineligibility if they are found ineligible. No other position will be filled from this source.

**APPLICATIONS MUST BE RECEIVED IN THIS OFFICE BY CLOSE OF BUSINESS  
(4 P.M., PDT) ON MAY 16, 2004 TO BE ACCEPTED FOR CONSIDERATION.**

NOTE: This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

**UNITED STATES CITIZENSHIP REQUIRED**

**THE FEDERAL GOVERNMENT IS AN EQUAL OPPORTUNITY EMPLOYER**